Diversity and Inclusion at Tulane

Tulane University Parent Programs Webinar
October 12, 2016
WELCOME TO THE O

Celebrating Our 29th Year!!!
Check out our video: https://youtu.be/EgfBKwww3yE
Our Vision

We seek to foster a learning environment characterized by a multiplicity of viewpoints, experiences, and cultures.
Our Mission

To cultivate an open and vibrant academic community that welcomes, respects, and appreciates the histories, traditions, and cultures of historically underrepresented student populations.

To provide students of color, LGBTQ+ and other underrepresented students with advocacy services, mentoring, personal support, and educational, cultural, and social programming that facilitates their adjustment to Tulane University and ability to thrive thereafter.

To connect students who are seeking a religious community on campus to Religious Life organizations and centers.
Our Work

- Programming to Orient and Transition Students to Tulane
- Cultural Celebrations
- Faculty, Staff and Peer Mentoring
- Leadership Development and Training Retreats/Programs
- Programming that Fosters Critical Thinking & Engagement
- Diversity Education and Training for Staff, Faculty & Students
  - Transgender 101 (2 hour faculty led)
  - LGBTIQA Ally Training (2 hour faculty led)
  - Online LGBT Interactive Training (30 minutes)
  - Diversity and Inclusivity (1-3 hours staff and faculty led)
- Advocacy
- Advising of Student Organizations
- Weekly Enewsletter Hub: The Splash & Spectrum
### Fall Programs
- Multicultural Student Orientation
- Multicultural Leadership Retreat
- LGBTIQA Pride Month
- Whitney Plantation Tour
- Diversity Convocation
- Transgender Rising
- Annual Thanksgiving Potluck Dinner

### Spring Programs
- MLK Jr. Week for Peace
- Multicultural Preview Weekend
- Audre Lorde Days on Intersectional Identities
- Civil Rights Tour
- Spring Leadership Retreat
- Pinning Ceremony/Lavender Graduation
- Senegal Cultural Immersion Trip

### Year-Long Programs
- Ambassador Peer Mentoring Program
- Coffee Chats
- Wednesday’s with The O
- Diversity Workshops and Staff Trainings
Cultural Events

• African Diaspora Week
• Asian American Awareness Week
• Audre Lorde Days
• Black Arts Festival
• International Food and Music Festival
• Latin American Awareness Week
• MLK Week for Peace
• Ms. Paul Tulane/Mr. Sophie Newcomb Drag Show
• OMA/OISS Thanksgiving Potluck Dinner
• Pride Month
• Transgender Rising Week
Getting Involved & Finding Community

Race & Ethnicity Based Clubs
African-American Women Society (AAWS)
Asian American Students United (AASU)
GENTE: Latinx Student Organization
Hallyu Youth Practicing Emotional Dance (HYPED)
India Association of Tulane University (IATU)*
International Youth Fellowship at Tulane
Japanese Society at Tulane
Minority Association of Pre Med Students (MAPS)
Multicultural Council (MCC)
Muslim Student Association (MSA)
National Society of Black Engineers NSBE)
Tibetan Association of Tulane University (TATU)
Tulane African Student Association (TASA)
TBSU- Tulane Black Student Organization (formerly known as ACT)
Tulane Chinese Student Association (TCSA)*
Tulane Chinese Students & Scholars Assoc. (TCSSA)*
Tulane University Vietnamese Association (TUVA)
Students Organized Against Racism (SOAR)
Student Veterans Organization (SVO)
Women of Color Collective

Gender & Sexuality Based Clubs
Gender Exploration Society (GES)
LGBTIQA Bible Study
Queer Feminist Collective (QFC)
Queer Student Alliance (QSA)
Gender & Sexuality Advisory Council (GSAC)

Greek Organizations
Alpha Kappa Alpha Sorority, Inc. (AKA)
Alpha Phi Alpha Fraternity, Inc (APA)
Delta Sigma Theta Sorority, Inc (DST)
Delta Xi Nu ( Multicultural Sorority)
Gamma Rho Lambda Sorority (GRL)
Kappa Alpha Psi Fraternity, Inc. (KAP)

Finding Intersectionality Together (FIT)
Graduate Organizations

Business School
Black MBA Association

Law School
Asian Pacific American Law Society
Black Law Student Association
Jewish Law Student Association
La Alianza del Derecho
Lambda Law Alliance
National Association of Women MBAs

Public Health
Society of Young Black Public Health Professionals
Tulane Society for Sexuality Health and Gender (TSSHAG)

Social Work
Association of Black Social Workers

Medical School
Jewish Medical Students Organization
Latin American Medical Student Association
Society of Young Black Health Professionals
Student National Medical Association
Tulane's Asian American Medical Student Association
Tulane Christian Medical Association
Tulane Organization for Gays and Allies (TOGA)
NEW INITIATIVES
FALL 2017

• Kaleidoscope Residential Learning Community
  – Diversity TIDES Course for first year students
• TIDES 2020
• Community Engagement Advocates (CEA) Program
• Alumni Career Networking Forums
• Affinity Alumni Groups
• Diversity Recruitment Drive-ins
• Parent’s Newsletter
Office For Gender & Sexual Diversity
Tulane University offers incoming students an inclusive campus environment with a vibrant social and cultural life, as well as academic, leadership, and career opportunities. The Office for Gender and Sexual Diversity (OGSD) is the main hub of LGBTIQA life at Tulane and is located in the LBC G04: 504-314-2183 or ogsd@tulane.edu.

- **Gender-Inclusive Housing** for all students, designated as particularly inclusive living spaces for gender variant and LGBTQI students and their allies

- **Student Health Care** that is respectful, non-judgmental, and comprehensive; includes hormone therapy, prescription refills, STI testing and treatment, and counseling referrals

- **Mental Health Care** that supports students of all genders and sexualities; includes a support group (*SPECTRUM*) for gender variant students and those exploring their gender identity

- **A Recreation Center** with gender-inclusive changing and showering facilities

- **Gender and Name Preference** options for student IDs, class rosters, etc.

- **Campus-Wide Educational Programming**, including *LGBTIQA 101* and *Trans101*

- **Designated Safe Space**, the Mosaic Lounge was recently renovated with new couches, TV, cable, internet, books, movies, games, etc.

- **Social Programs**, through the Office of Gender and Sexual Diversity, to help new students meet friends at the start of the school year, including an LGBTIQA/Multicultural Orientation, a Weekend-long Multicultural Leadership Retreat, and a Peer Mentoring Program

- **National Speakers & Performers**, including Kate Bornstein, Lavern Cox, Janet Mock, Angela Davis, Robyn Ochs, Susan Stryker, Chaz Bono

- **Annual Events** to foster community, culture, and knowledge, including Pride Month, LGBT History Month, Trans Awareness Week, Pride Prom, Gay New Orleans Walking Tour, Miss Paul Tulane Mr. Sophie Newcomb Drag Extravaganza, Audre Lorde Week

- **Gender and Sexuality Studies Major, Minor and Graduate Certificate**

- **Leadership Opportunities** through the Fall Multicultural Leadership Retreat, the Gender and Sexuality Spring Leadership Retreat, and the Undergraduate Student Government's Gender and Sexuality Advisory Council and Executive Committee on Diversity and Inclusive Excellence

- **A Lecture Series**, which brings internationally recognized LGBTIQA artists, scholars, and authors to campus; past visitors have included Kate Bornstein, Laverne Cox, Susan Stryker, E. Patrick Johnson, Robyn Ochs, Alexis Pauline Gumbs, etc. These often include workshops for more intimate learning environments.

- **Career Guidance** and Planning for LGBTIQA students
### Office For Gender & Sexual Diversity

| **Vibrant Social & Cultural Life** | **Multiple LGBTIQA Undergraduate Student Organizations**, including the *Queer Student Alliance, the Gender Exploration Society, the Gender and Sexuality Advisory Council, the Queer Feminist Collective, Student Women Embracing Equality at Tulane*  
**Gamma Rho Lambda**, the first national, college-based, LBTQA sorority that is not exclusive to women of a particular race or sexual orientation.  
**Designated Safe Space**, the Mosaic Lounge was recently renovated with new couches, TV, cable, internet, books, movies, games, etc.  
**Social Programs**, through the Office of Gender and Sexual Diversity, to help new students meet friends at the start of the school year, including an *LGBTIQA/Multicultural Orientation, a Weekend-long Multicultural Leadership Retreat*, and a *Peer Mentoring Program*  
**National Speakers & Performers**, including Kate Bornstein, Lavern Cox, Janet Mock, Angela Davis, Robyn Ochs, Susan Stryker, Chaz Bono  
**Annual Events** to foster community, culture, and knowledge, including *Pride Month, LGBT History Month, Trans Awareness Week, Pride Prom, Gay New Orleans Walking Tour, Miss Paul Tulane Mr. Sophie Newcomb Drag Extravaganza, Audre Lorde Week* |
Tulane University offers incoming students an inclusive campus environment with a vibrant social and cultural life, as well as academic, leadership and career opportunities.

The Office for Gender and Sexual Diversity (OGSD) is the main hub of LGBTIQA life at Tulane and is located in the LBC G04: 504-314-2183 or ogsd@tulane.edu.

- **Gender-Inclusive Housing** for all students, designated as particularly inclusive living spaces for gender variant and LGBTQI students and their allies.
- **Student Health Care** that is respectful, non-judgmental, and comprehensive; includes hormone therapy, prescription refills, STI testing and treatment, and counseling referrals.
- **Mental Health Care** that supports students of all genders and sexualities; includes a support group (SPECTRUM) for gender variant students and those exploring their gender identity.
- **A Recreation Center** with gender-inclusive changing and showering facilities.
- **Gender and Name Preference options** for student IDs, class rosters, etc.
- **Campus-Wide Educational Programming**, including LGBTIQA 101 and Trans 101.
- **Multiple LGBTIQA Undergraduate Student Organizations**, including the Queer Student Alliance, the Gender Exploration Society, the Gender and Sexuality Advisory Council, the Queer Feminist Collective, Student Women Embracing Equality at Tulane, and Gamma Rho Lambda, the first national, college-based, LBTQA sorority that is not exclusive to women of a particular race or sexual orientation.
- **Designated Safe Space**, the Mosaic Lounge was recently renovated with new couches, TV, cable, internet, books, movies, games, etc.
- **Social Programs**, through the Office of Gender and Sexual Diversity, to help new students meet friends at the start of the school year, including an LGBTIQA/Multicultural Orientation, a Weekend-long Multicultural Leadership Retreat, and a Peer Mentoring Program.
- **National Speakers & Performers**, including Kate Bornstein, Lavern Cox, Janet Mock, Angela Davis, Robyn Ochs, Susan Stryker, Chaz Bono.
- **Annual Events** to foster community, culture, and knowledge, including Pride Month, LGBT History Month, Trans Awareness Week, Pride Prom, Gay New Orleans Walking Tour, Miss Paul Tulane Mr. Sophie Newcomb Drag Extravaganza, Audre Lorde Week.
- **Gender and Sexuality Studies Major, Minor and Graduate Certificate**.
- **Leadership Opportunities** through the Fall Multicultural Leadership Retreat, the Gender and Sexuality Spring Leadership Retreat, and the Undergraduate Student Government’s Gender and Sexuality Advisory Council and Executive Committee on Diversity and Inclusive Excellence.
- **A Lecture Series**, which brings internationally-recognized LGBTIQA artists, scholars, and authors to campus; past visitors have included Kate Bornstein, Laverne Cox, Susan Stryker, E. Patrick Johnson, Robyn Ochs, Alexis Pauline Gumbs, etc. These often include workshops for more intimate learning environments.
- **Career Guidance** and Planning for LGBTIQA students.
Religious Life

Religious Life Association offers students the opportunity for spiritual maturity and fellowship. The organizations provide social events, religious studies, retreats, dinners, ecumenical and interfaith programs, worship and forums. Contact a member of the Religious Staff Association or the Chair of Religious Life Corey Olivier at 504-616-4216 for help locating your group. Get more information about Tulane Religious Life organizations at religion.tulane.edu.

CHRISTIAN GROUPS

• Baptist Christian Ministry (BCM) The Bridge Christian Ministry
• Chi Alpha Christian Fellowship
• Episcopal, ELCA Lutheran and Anglican Campus Ministry
• Fellowship of Christian Athletes
• Holy Trinity Greek Orthodox Student Ministry
• RUF Christian Fellowship
• Tulane Catholic Center
• Wesley Foundation (Prism LGBT Group)
• Young Life at Tulane

JEWISH GROUPS

• Chabad at Tulane
• Tulane Hillel

MUSLIM GROUPS

• Muslim Student Association
HOW CAN STUDENTS BE INVOLVED WITH OUR OFFICE

• Become an O Volunteer or VolunQueer
• Become an O Mentor/Mentee Program Coordinator
• Join our Student Advisory Board
• Sign up for an Internship, Independent Study or Service Learning
• Propose a new program! We're always looking for innovative ways to improve campus life for queer students. If you have an idea for a program or event, contact our office about how to make it happen.
TIPS FOR PARENTS TO HELP YOUR STUDENTS SUCCEED

Check to see it they are:

• having trouble making friends or finding things to do
• paying attention to deadlines
• keeping up with their assignments
• getting help through Tulane Academic Success Center (tutoring, coaching) or through CAPS for Counseling (individual and group)
• talking to their professors and advisors
• aware of the Concerns Portal for reporting issues or concerns including bias
To report incidents of bias, go to the webpage for the O and select the blue “Report Incident” button.
Under “Type of Report or Concern” choose “Bias/Discrimination Incident” from the drop down list.

You can make an anonymous report if you prefer.
TIPS FOR PARENTS TO HELP OUR OFFICE

Encourage your student to:
• read our newsletter, “The Splash”
• attend The O programs and events
• sign up for a O Mentor (Ambassador)
• or volunteer to be an O Mentor!

If they are allies, encourage them to attend O events to better understand difference and issues around diversity and social justice.
The Office of Institutional Equity administers Tulane’s anti-discrimination policies to promote:

- Equity and Inclusion
- Affirmative Action and Compliance
- Fair and Thorough Investigations
- Education Programs
- Equity in Hiring & Promoting
TULANE’S ANTI-DISCRIMINATION POLICIES APPLY TO NEARLY EVERYONE AND PROHIBIT HARASSMENT AND DISCRIMINATION ON THE BASIS OF:

- Race/Color
- Sex
- Gender Expression
- Genetic Information
- Gender Identity
- Religion
- National Origin
- Citizenship
- Marital Status
- Pregnancy
- Sexual Orientation
- Age
- Disability
- Military Status
- Veteran Status
- Any Other Legally Protected Class

Sex Discrimination includes:

- Sexual Harassment
- Sexual Assault/Domestic Violence/Dating Violence/Stalking
- Pregnancy Discrimination
ZERO TOLERANCE

- Tulane will not tolerate discrimination, harassment or retaliation.
- Tulane encourages early reporting about concerns.
- Tulane must follow the EO laws.
PRESIDENTIAL COMMISSION ON RACE & TULANE VALUES

• Craft the reforms necessary to make Tulane University a racially diverse, inclusive community, one in which all students learn the Tulane values of respect and equality.

• Focus first on recommending reforms that the President can implement immediately.

• Strategize about longer-term goals that require more planning and will evaluate and prioritize reforms that require significant resources.

• The President will regularly review the ideas, suggestions and strategies from the Commission, rather than waiting for a formal report, with a focus on immediate implementation whenever possible.
SUBCOMMITTEES

Academic
Admissions
Campus Climate
Faculty Diversity
Staff and Administrative Issues
OTHER CAMPUS RESOURCES

Office of Student Support and Resources Services
Office of Accessibility Services
Center for Academic Equity
Center for International Students and Scholars
Africana Studies
Center for Latin American Studies
Gender & Sexuality Studies
Our Contact Information
504-865-5181

Carolyn Barber-Pierre
Assistant Vice President for Student Affairs/ Intercultural Life
pierre@tulane.edu

Melanie Johnson
Associate Director, Multicultural Affairs
mjohns32@tulane.edu

Dr. Red Tremmel
Director, Gender & Sexual Diversity
rtremmel@tulane.edu

Vanessa Castaneda
Graduate Assistant
vcastan@tulane.edu

Vanessa King
Executive Secretary
vking1@tulane.edu